



DEPARTMENT OF STATE POLICE

Psychological Screening Process

Psychological screening is administered to see if you are psychologically able to perform the job of a Massachusetts State Police Trooper. The screening is designed to detect any serious psychological disorders or characteristics that would render you unable to perform the essential tasks of the job and for which no reasonable accommodation is possible.

Pencil and paper tests – In the first part of the psychological screening, you will take a series of written tests requiring a total of approximately one to three hours. These tests are described below:

1. BUSM-PI- an 85-item procedure designed to assess specific personality traits that reflect social and personal adjustments. It measures attitudes, opinions and beliefs.
2. Inwald Personality Inventory- A 310-item instrument widely used in public safety candidate assessment. Its scales measure a full range of psychopathology and it is recognized as an objective diagnostic instrument.

Your responses to these tests should reflect your own experience, opinions, and feelings. You should not attempt to outguess or “beat” these tests. Your chances of passing the psychological examination could be affected if you attempt to “beat” the tests.

Clinical Interview – The psychologist and perhaps the psychiatrist also, may meet with you for approximately one to two hours. S/he will talk with you to learn about your background, personality and mental stability. You should answer his/her questions truthfully. You may also be asked to take one to three additional psychological tests.

Don't try to “beat” the interview by providing responses you think the interviewer wants to hear. As with the written tests, false responses often can be detected and are likely to affect your chances of passing the psychological screening.

There are two possible outcomes to the psychological screening process:

1. You will be found qualified for appointment. In this event you will continue in the selection process, or,
2. You will be found unqualified for appointment. In this event you will be eliminated from further consideration and removed from the eligibility list.

Psychological screening is a pass-fail procedure.

In the event the psychologist finds you unqualified for appointment you may appeal his/her decision. All appeals will be evaluated by the Department's psychiatrist. If the psychiatrist disagrees with the psychologist's evaluation you will be considered to have passed the psychological screening component. Conversely, should the psychiatrist affirm the psychologist's decision you will be found unqualified for the position and your name will be removed from the eligibility list. There will be no further appeals.